

CAMDEN COUNTY COLLEGE
BLACKWOOD, NEW JERSEY

AGREEMENT

Camden County College Board of Trustees
between

BOARD OF TRUSTEES
OF
CAMDEN COUNTY COLLEGE

AND

INTERNATIONAL UNION OF ELECTRONIC
ELECTRICAL, TECHNICAL, SALARIED & MACHINE WORKERS,
AFL-CIO, LOCAL 440

Custodial, Maintenance and Grounds Department

✓ 1985 - 1988

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1. AGREEMENT

2. THE BOARD OF TRUSTEES OF CAMDEN COUNTY COLLEGE operating
3. under the provision of Public Laws of 1968, Chapter 303 of
4. the State of New Jersey as amended by Chapter 123, Public Laws
5. of 1974 of the State of New Jersey and THE MAINTENANCE AND
6. CUSTODIAL LOCAL UNION OF CAMDEN COUNTY COLLEGE.

7. THIS AGREEMENT entered into this first day of July 1985,
8. between the CAMDEN COUNTY COLLEGE, hereinafter called the
9. Board, and the INTERNATIONAL UNION OF ELECTRICAL, RADIO AND
10. MACHINE WORKERS, AFL-CIO, by and in conjunction with LOCAL 440,
11. hereinafter called the Union.

12. ARTICLE I - PURPOSE

13. It is the intent and purpose of the parties hereto to
14. set forth herein the Agreement covering rates of pay, hours
15. of work and conditions of employment to be observed by the
16. parties hereto, and to secure closer and more harmonious
17. relations between said parties.

18. ARTICLE II - RECOGNITION

19. The College recognizes the Union as the exclusive bargain-
20. ing agent for all its employees for the purpose of collective
21. bargaining in respect to wages, rates of pay, hours of employ-
22. ment and other conditions of employment.

23. The term "employees" as used in this Agreement shall
24. include all custodian, maintenance employees, including part-
25. time workers, groundskeepers, firemen-maintenance employees,
26. drivers and receiver.

27. ARTICLE III - DISCRIMINATION

28. There shall be no discrimination, interference, restraint,
29. intimidation or coercion by the College and its representatives
30. or by the Union and its representatives on account of any

1. employee's sex, race, color, creed, national origin, age,
2. handicap, or veteran's status.

3. There shall be no discrimination against any employee
4. on account of membership in the Union or on account of
5. employee's participation in any Union activities, defined to
6. mean the fulfillment of steward functions.

7. ARTICLE IV - MANAGEMENT

8. Recognition of Rights and Function of Management

9. I. Subject to the provisions of this Agreement, the Union
10. agrees that supervision management, and control of
11. the Camden County College operations are exclusively the
12. function of the College and that the College has the
13. right to make such reasonable rules and regulations as it
14. considers necessary or advisable for the orderly and
15. efficient conduct of its operations.

16. II. It is the prerogative of the College from time to time
17. to modify, change, to select and determine all qualifi-
18. cations of new employees, and the methods by which such
19. qualifications are to be determined; to assign Union
20. members as the College shall in its judgment determine
21. proper; to fix all or any assignments as to wages and
22. hours which need be uniform.

23. III. Subject always to the right of the Union to bargain
24. collectively with the College with respect to salaries,
25. grievances, and other terms and conditions of employment,
26. the exercise by the College of any one or more of its
27. prerogatives, as set forth above shall not at any time
28. be subject to collective bargaining as provided in this
29. Agreement.

30.

1. ARTICLE V - RIGHT TO ORGANIZE

2. All present and newly hired employees, covered by this
3. agreement, may on the thirtieth (30th) day of their employment
4. become members in good standing of the Union and may maintain
5. such membership in the Union during the life of this Agreement.

6. The College shall, upon hiring new employees, inform them
7. of their working conditions.

8. ARTICLE VI - CHECKOFF

9. For the duration of this Agreement, the College shall
10. deduct from each pay of each month, the semi-monthly Union
11. dues for those employees in the bargaining unit whose written
12. and signed authorizations are received by the College.

13. The College shall forward a check for the total of such
14. deductions to the Financial Secretary of the Union each pay
15. day for which the deduction is made. The following dues de-
16. duction authorization shall be in the form as follows:

17. CHECKOFF AUTHORIZATION

18. I.U.E. LOCAL 440

19.

20. TO: _____

21. (Name of College & Location) (Effective Date)

22. I authorize and direct that you check off from my pay
23. each month an amount equal to I.U.E. Local 440 membership
24. dues and to promptly remit same to Local 440, International
25. Union of Electrical Workers (Affiliated with the AFL-CIO).

26. This checkoff is valid and is not revocable until:

27. (a) The expiration of contract; or

28. (b) One year from signature.

29.

30.

1. Revocation shall be in effect only if I give you and
2. Local 440, International Union of Electrical, Radio and
3. Machine Workers written notice by individual certified mail,
4. return receipt requested.

5. _____
6. Date Employee's Signature
7. Initiation Dues: _____

8. ARTICLE VII - AGENCY SHOP

9. Agency Shop Provision for Non-Members

10. A. The Union President shall submit to the College
11. Personnel Office a list of names of employees
12. covered by this contract who are not currently
13. dues paying members. The College in compliance
14. with State Law and this Agreement, will deduct
15. from non-union employees in this bargaining unit
16. a representation fee equal to eighty-five percent
17. (85%) of the amount set for union members (this
18. amount will be determined by the Union Treasurer
19. and is to be paid by payroll deduction).
20. B. It is agreed by the parties to this Agreement that
21. the Board shall have no other obligation or liability,
22. financial or otherwise (other than set forth herein)
23. because of actions arising out of the understandings
24. expressed in the language of the Article. It is
25. further understood that once the funds deducted are
26. remitted to the Union the disposition of such funds
27. thereafter shall be the sole and exclusive obligation
28. and responsibility of the Union.
29. C. The Union shall indemnify and save the Board (and
30. College) harmless against any and all claims, demands

1. suits or other forms of liability including
2. reasonable legal and/or representation fees
3. resulting from any of the provisions of this
4. Article or in reliance on any list, notice or
5. assignment furnished under this Article.

6. ARTICLE VIII - GROUP LEADERS

7. Group Leaders shall be chosen by the College President
8. or his designee whenever he deems it necessary. In the
9. selection of a Group Leader, the College President or his
10. designee, will give weight to seniority in his choice.

11. Group Leaders shall be paid an additional \$500.00 per
12. year over and above their regular salary.

13. ARTICLE IX - BOILERMAN PREMIUM

14. Full-time employees holding a Black Seal Boilerman's
15. License and working in the capacity of a boilerman will be
16. paid an additional \$350.00 per year.

17. ARTICLE X - NIGHT SHIFT DIFFERENTIAL

18. Employees assigned to night shift work shall be paid
19. an additional \$750.00 per year over and above their regular
20. salary.

21. ARTICLES XI AND XII - HOURS AND OVERTIME

22. SECTION 1

23. The standard work week shall be forty (40) hours per
24. week, eight (8) hours per day, and five (5) days per week
25. from Monday through Friday.

26. SECTION 2

27. The Union shall be notified of any proposed changes in
28. the above working schedule. Any difference or disputes con-
29. cerning any such proposed changes shall be handled through
30. the grievance procedures.

1. SECTION 3

2. All work performed in excess of eight (8) hours in a
3. single day, in excess of forty (40) hours in any given week
4. and all work performed on Saturday shall be paid for at one
5. and one-half ($1\frac{1}{2}$) times the regular straight time rate.

6. SECTION 4

7. Double time shall be paid for all work performed on
8. Sunday, except for firemen-maintenance employees working
9. on their regular schedule. Work performed on listed holidays
10. shall be paid for at double time and a half ($2\frac{1}{2}$) which shall
11. include all remuneration including pay for the holiday and
12. overtime premium.

13. Any employee who is required to work on a Snow Day when
14. the College is officially closed will receive their regular
15. days pay and in addition will receive straight time for the
16. hours worked. Employees who are not required to work on a
17. Snow Day when the College is officially closed will receive
18. their regular days pay.

19. SECTION 5

20. No employee will be asked to work on holidays that are
21. observed by the College and listed in this Agreement. If
22. the College knows of its overtime requirements, it will
23. endeavor to give notice of twenty-four (24) hours of overtime
24. requirements and forty-eight (48) hours notice of requested
25. Saturday overtime.

26. SECTION 6

27. The College may require the services of employees in the
28. bargaining unit in the case of an emergency such as snow
29. removal, flood or other 'Act of God' to protect the property
30. of the College and to permit the College to function.

1. Employees who are called in on an emergency basis are to
2. receive a minimum of four (4) hours pay.

3. SECTION 7

4. If any employee is injured during the course of the
5. work day and requires medical or surgical attention, he
6. will be paid the balance of the regular work day on which
7. such injury occurs at his regular hourly rate.

8. SECTION 8

9. In the event that the Board of Trustees should institute
10. classes on Saturday during the College year, the work week for
11. custodians on this shift shall then be from Tuesday through
12. Saturday inclusive. Employees placed on this as a weekly
13. schedule will be newly hired for this schedule or old employees
14. may select that as their regular work week.

15. It is understood that in the event the change of work
16. week becomes necessary and permanent, then all work performed
17. on Saturday shall be paid at the custodian's straight time
18. rate and not at the rate of time and one-half.

19. SECTION 8A

20. In the event that the Board of Trustees should institute
21. classes on Sunday during the College year, the work week for
22. these shifts should then be Wednesday through Sunday inclusive.
23. Employees placed on this weekly schedule shall either be newly
24. hired for this schedule or old employees may select this as
25. their regular work week.

26. All work performed in excess of eight (8) hours in a
27. single day, or in excess of forty (40) hours in a given week
28. and all work performed on a sixth day shall be compensated at
29. one and one-half (1½) times the regular straight time rate.

30. Double time shall be paid for all work performed on a

1. seventh day. Work performed on listed holidays shall be
2. paid at double time and one-half (2½) which shall include
3. all remuneration including pay for the holiday and overtime
4. premium.

5. SECTION 9 - SHIFT DETERMINATION

6. Where more than one work shift per day within a given
7. occupation is in effect, employees within the occupation
8. will be given preference of shifts in line with seniority.
9. Such preference will be exercised only when vacancies occur,
10. or where there is a decrease in work force on a given shift.

11. ARTICLE XIII - SENIORITY

12. SECTION 1

13. Seniority shall be defined as the employee's length of
14. continuous service beginning with his original date of hire.

15. SECTION 2

16. For the purposes of seniority and layoffs, Custodian
17. employees, Maintenance employees, Firemen-Maintenance employees,
18. Groundskeepers, Drivers and receiver shall be six separate units.

19. SECTION 3

20. In the event of a layoff, the least senior employee in
21. the Custodian unit is to be laid off first.

22. SECTION 4

23. In the event of a layoff, the least senior employee in
24. the Maintenance unit is to be laid off first.

25. SECTION 5

26. In the event of a layoff, the least senior employee in
27. the Firemen-Maintenance unit is to be laid off first.

28. SECTION 6

29. In the event of a layoff, the least senior employee in
30. the Groundskeeper unit is to be laid off first.

1. SECTION 7

2. In the event of a layoff, the least senior employee in
3. the Drivers' unit is to be laid off first.

4. SECTION 8

5. In the event of a layoff, the least senior employee in
6. the Receiver unit is to be laid off first.

7. SECTION 9

8. Recall from layoff shall be accomplished in the inverse
9. order of the layoff. Employees shall be required to be able
10. to perform the work.

11. SECTION 10

12. All employees shall be notified by certified mail, directed
13. to the address of the employee as stated in the College records,
14. to return to work and be allowed five (5) days in which to re-
15. port to work after such notice before any loss of seniority
16. occurs.

17. SECTION 11

18. Employees shall be eligible for recall when on layoff for
19. a period not to exceed the following:

20. Seniority up to three (3) years - twelve (12) months

21. Seniority three (3) years and up to five (5) years -
22. eighteen (18) months

23. Seniority five (5) years and up to ten (10) years -
24. twenty-four (24) months

25. Seniority ten (10) years and up to fifteen (15) years -
26. thirty (30) months

27. Seniority fifteen (15) years and up to twenty (20) years -
28. thirty-six (36) months

29. Seniority twenty (20) years or more - forty-two (42)
30. months

1. SECTION 12

2. All elected union officials, up to a maximum of twelve
3. (12) shall have super seniority for the purpose of layoffs,
4. during the term of office to which they are elected. They
5. will be returned to their regular standing on the seniority
6. list upon termination of office.

7. SECTION 13

8. The College shall send notification to the Union each
9. month of all new hires and terminations showing name, address,
10. date of hire, job title, and salary.

11. SECTION 14

12. Seniority shall cease upon voluntary termination, dis-
13. charge for just cause, and failure to return to work when
14. recalled.

15. SECTION 15

16. Any member being elected or delegated to any Union
17. activities necessitating a temporary leave of absence without
18. pay shall be granted same and at the end of such leave shall
19. be reinstated to their former job and rate, plus any increases
20. granted in their absence without loss of other benefits.

21. SECTION 16

22. All military leaves shall be dealt with in accordance
23. with applicable Federal and Local regulations.

24. ARTICLE XIV - GRIEVANCE PROCEDURE

25. Any differences, disputes or grievances that may arise
26. between the Union and the College regarding interpretation
27. of this Agreement shall be taken up as follows:

28. STEP 1

29. Between the aggrieved employee and the steward on the
30. one hand and the immediate supervisor on the other hand. If

1. no satisfactory agreement is reached between them in eight (8)
2. hours, the grievance shall be reduced in writing and referred
3. to:
4. STEP 2
5. The Union Chairman and the Steward, or their designees
6. on the one hand, the College President and the supervisor, or
7. their designees, on the other hand. If no satisfactory agree-
8. ment is reached between them within five (5) working days, the
9. matter will be referred to:
10. STEP 3
11. The Grievance Committee with the Union Representative on
12. the one hand and the College and its Representative on the
13. other hand. If no satisfactory agreement is reached between
14. them within five (5) working days, the matter shall be dealt
15. with as hereinafter set forth.
16. STEP 4
17. All differences, disputes, or grievances between the
18. parties that are not satisfactorily settled after following
19. the grievance procedure set forth above, shall at the request
20. of either party, be submitted to arbitration within fifteen (15)
21. days to the American Arbitration Association.
22. (a) The decision of the arbitrator shall be final
23. and binding on both parties.
24. (b) All time spent in the adjustment of grievances,
25. "the negotiating of the labor contract" and
26. arbitration will be paid for by the College at
27. straight time.
28. (c) The time for meetings or for giving of decisions
29. at each step above set forth may be extended by
30. mutual agreement of the parties involved in the

1. particular or respective steps.
2. (d) The Union and the College shall have the right to
3. bring in the aggrieved person(s) in any of the
4. steps of the grievance procedure as outlined above.
5. (e) A grievance must be filed in writing within fifteen
6. (15) calendar days from the date on which the act
7. which is the subject matter of the grievance occurred
8. or fifteen (15) calendar days from the date on which
9. grievant should reasonably have known of its occur-
10. rence or thereafter be barred.
11. (f) Anything to the contrary notwithstanding, any
12. challenge to the propriety of a discharge must
13. be filed in writing to the College within five
14. (5) days from the date of the discharge or the
15. same will be deemed to have been waived.
16. (g) Without limitation, the College shall have the
17. right to discharge employees within the first
18. ninety (90) calendar days of employment.

19. ARTICLE XV - NOTICE OF DISCHARGE

20. SECTION 1

21. Employees shall be discharged only for just cause.

22. SECTION 2

23. The Shop Chairman shall be notified immediately of

24. all discharges.

25. SECTION 3

26. It is agreed that a discharge grievance shall be pro-

27. cessed immediately with the College President or his designee.

28. SECTION 4

29. If any discharge is found to be unfair or discriminatory,

30. the employee shall be reinstated.

1. SECTION 5

2. Any employee with at least one (1) year's seniority will
3. receive thirty (30) days notice of layoff or in lieu of notice
4. two (2) weeks pay.

5. ARTICLE XVI - PROMOTIONS AND POSTING OF VACANCIES

6. SECTION 1

7. It is the policy and intention of the College to upgrade
8. its employees. Job vacancies on permanent or new positions
9. will be posted for a period of not less than three (3), but
10. not more than five (5) working days exclusively within the
11. College for the information of the employees. The posting
12. will include, but not be limited to, a general summary of
13. the major duties expected of the position, as well as the
14. salary.

15. SECTION 2

16. Posted positions will be filled, from those applying,
17. by the most senior employee who has the necessary ability
18. and aptitude to perform the required duties of the job. If
19. an employee of the College does not apply for the posted
20. vacancy, or if an employee's test results do not show
21. evidence of the required qualifications, the Personnel Office
22. will then advertise the position external to the College.

23. SECTION 3

24. The College recognizes that in making promotions, con-
25. sideration shall be given first to the ability and aptitude
26. of an employee to perform the job in question; and second,
27. to the length of the employee's continuous service. However,
28. it is understood that if all other variables are equal, sen-
29. iority shall prevail in the final selection process.

30.

1. SECTION 4

2. Where possible and practical, the College may use tests
3. to assist in determining an employee's aptitude and abilities.
4. The final form and content of such test shall be mutually
5. agreed upon by a joint union-management committee.

6. The administration and grading of tests will be the
7. responsibility of the Personnel Office. Applicants may avail
8. themselves of the opportunity to examine their individual test
9. after it has been graded.

10. ARTICLE XVII - REPORTING TIME

11. Employees who report to work at their regular starting
12. time and have not been given at least one day's notice not
13. to report, shall be guaranteed at least four (4) hours' work
14. or pay, except when the inability to provide four (4) hours
15. work is due to an "Act of God" beyond the control of the College.

16. ARTICLE XVIII - BEREAVEMENT LEAVE

17. In the event of a death in the immediate family, the
18. College may grant leave with pay not to exceed five (5) days.
19. An employee's immediate family shall be considered as husband,
20. wife, children, brother, sister, stepchildren, grandchildren,
21. father, mother, mother-in-law, father-in-law, grandfather and
22. grandmother.

23. Additionally one (1) day off with pay may be granted by
24. the College in the event of a death of an employee's Aunt,
25. Uncle, brother-in-law, sister-in-law, nephews, nieces, and
26. cousins.

27. ARTICLE XIX - SICK LEAVE

28. All full-time employees are entitled to take time off
29. from work because of personal illness in the immediate family
30. (father, mother, spouse or children) without any loss of pay

1. according to the following schedule:
2. (a) Employees are allowed twelve (12) days of sick
3. leave per year.
4. (b) Accumulated days of sick leave will be unlimited.
5. (c) A sick leave is subject to medical verification if
6. requested by the immediate supervisor.
7. (d) Part-time employees will have their sick leave
8. prorated based on time worked.
9. (e) Sick leave will be allocated from the time of
10. employment for those starting other than at the
11. start of the College school year.

12. ARTICLE XX - PERSONAL LEAVE

13. Employees will be granted a personal leave with pay not
14. to exceed five (5) days per year, for matters which cannot be
15. cared for in other ways. Personal leave may not be used for
16. vacation or work for pay for another employer. Unused personal
17. leave will be added to accumulated sick leave entitlement. The
18. employee requesting personal leave will give at least twenty-
19. four (24) hours advance notification to her/his supervisor,
20. except in case of emergency.

21. ARTICLE XXI - VACATIONS

22. SECTION 1

23. The College agrees to grant to each employee on the
24. payroll as of July 1 of each year a vacation with pay, in
25. accordance with the following schedule, according to the
26. length of service of each individual:

27. (a) Employees who have worked one (1) year shall
28. receive two (2) weeks vacation.
29. (b) Employees hired after September 1 will receive
30. credit at the rate of one (1) day per month for

1. the time employed.
2. (c) Employees who have worked five (5) years shall begin
3. to accrue three (3) weeks vacation. Employees who
4. have worked six (6) years shall begin to accrue three
5. (3) weeks plus one (1) day vacation. Employees who
6. have worked seven (7) years shall begin to accrue
7. three (3) weeks plus two (2) days vacation. Employees
8. who have worked eight (8) years shall begin to accrue
9. three (3) weeks plus three (3) days vacation. Employ-
10. ees who have worked nine (9) years shall begin to
11. accrue three (3) weeks plus four (4) days vacation.
12. (d) Employees who have worked ten (10) years shall begin
13. to accrue four (4) weeks vacation.
14. (e) Employees who have worked more than ten (10) years
15. shall begin to accrue twenty-two (22) vacation days.
16. (f) Part-time employees shall have their time prorated
17. and receive vacation time accordingly.
18. (g) It is understood that vacation time will be used
19. within any two (2) year period. Vacation time
20. should be taken so that it is mutually satisfactory
21. with his/her supervisor.
22. (h) An employee who retires at any age shall receive a
23. pro rata vacation pay as of the date he/she leaves
24. the employe of the College.
25. (i) The pro rata vacation pay of an employee who dies
26. while in the employ of the College shall be paid
27. to the beneficiary of his/her group life insurance
28. policy.
29. (j) Vacation time may be taken as it is earned.
- 30.

1. SECTION 2

2. On July 15 of each year employees will receive a memor-
3. andum from the Personnel Office advising them of the number
4. of personal days, sick days and vacation days they have
5. remaining. Additionally, it is agreed that the Personnel
6. Office will notify, in writing, any employee who is in danger
7. of losing time at least sixty (60) days prior to the end of
8. the fiscal year.

9. ARTICLE XXII - HOLIDAYS

10. SECTION 1

11. The College agrees to pay to each eligible employee
12. eight (8) hours pay for each of the following holidays:

13. 1. July 4th
14. 2. Labor Day
15. 3. Thanksgiving Day
16. 4. Day after Thanksgiving Day
17. 5. Christmas Eve Day
18. 6. Christmas Day
19. 7. New Year's Eve Day
20. 8. New Year's Day
21. 9. Martin Luther King's Birthday
22. 10. Good Friday
23. 11. Easter Monday
24. 12. Memorial Day
25. 13. Employee's Birthday (or an alternate day
26. mutually agreed upon by the employee and
27. the immediate supervisor)

28. ADDENDUM: Part-time employees shall receive pro-rata pay
29. for holidays they would normally be scheduled to
30. work.

1. SECTION 2

2. Eligible employees shall include all those who are at
3. work within the work week in which the holiday falls or
4. absent for bonafide reasons.

5. SECTION 3

6. Should a problem arise with a holiday because of sched-
7. uling both the Union and the College shall meet and resolve
8. the problem.

9. ARTICLE XXIII - HOSPITALIZATION AND PRESCRIPTION PLAN

10. The Board of Trustees shall pay all premiums to provide
11. for full Blue Cross/Blue Shield coverage, with Rider J pre-
12. miums for employees and eligible dependents and Major Medical.
13. The College will provide a prescription plan (\$1.00 per pre-
14. scription) for each employee and spouse, and her/his unmarried
15. eligible dependents.

16. ARTICLE XXIV - WORKMEN'S COMPENSATION INSURANCE

17. All employees are covered by Workmen's Compensation
18. Insurance.

19. SECTION 1

20. In the event of an accident, the employee shall immediately
21. notify her/his immediate supervisor.

22. SECTION 2

23. Time lost from work due to an injury occurring while at
24. work shall not be taken from the employee's allowed sick days
25. until clarified under the Workmen's Compensation Insurance
26. Program.

27. SECTION 3

28. Employees shall be allowed time off from work, without
29. loss of pay, to attend compensation hearings which occur during
30. their regular work day.

1. ARTICLE XXV - DENTAL INSURANCE

2. All full-time employees and eligible dependents will
3. be covered by the New Jersey Dental Plan, premium to be paid
4. by the College. The terms and conditions of the dental bene-
5. fit package will be identical to coverage in existence for
6. other employees of the College as of July 1, 1983.

7. ARTICLE XXVI - DISABILITY INSURANCE

8. The College agrees to pay all premiums to provide a
9. Disability Insurance Plan for employees who have completed
10. their probationary period.

11. ARTICLE XXVII - BULLETIN BOARDS

12. The College shall make available to the Union a bulletin
13. board for the purpose of posting official Union notices.

14. ARTICLE XXVIII - UNION VISITATION

15. Officers or representatives of the Union shall, upon
16. request of the Union, be admitted to the College during
17. working hours for the purpose of ascertaining whether or
18. not this Agreement is being observed by the parties or for
19. assisting in the adjustment of grievances upon permission
20. of the College President or his designee.

21. ARTICLE XXIX - SAFETY CONDITIONS

22. The College President or his designee and the Union
23. Chairman or his designee shall comprise the Safety Committee.
24. They shall meet when deemed necessary to discuss and rectify
25. any safety conditions which are brought to their attention or
26. any safety condition they feel necessary to institute.

27. ARTICLE XXX - REST PERIOD

28. Employees will be given a fifteen (15) minute rest period
29. in the morning and a fifteen (15) minute rest period in the
30. afternoon without loss of pay.

1. ARTICLE XXXI - WASHUP TIME
2. All employees shall receive five (5) minutes washup
3. time before the regular lunch period and before quitting
4. time, or supper time if working overtime.
5. ARTICLE XXXII - JURY DUTY
6. An employee who is required to be absent from his
7. scheduled work in order to serve jury duty shall receive
8. from the College the difference between the daily jury
9. duty pay and the amount payable at his regular straight
10. time earning for a normal work day.
11. ARTICLE XXXIII - TUITION TO COLLEGE COURSES
12. All employees and their immediate family (spouse and
13. children) are eligible for enrollment in Camden County College
14. courses tuition free. The College will also pay any General
15. Service fees.
16. ARTICLE XXXIV - JOB DESCRIPTIONS
17. 1. Job duties and job classifications will be
18. established by Management by October 1, 1978.
19. 2. Any new or revised job descriptions will be
20. presented to the local five (5) working days
21. before they are made effective.
22. 3. Effective job descriptions may be reviewed at
23. any time to take into consideration changes
24. that have been made in job duties or equipment
25. (additions or deletions) to determine that they
26. are properly classified.
27. ARTICLE XXXV - MISCELLANEOUS
28. SECTION 1
29. Employees working a minimum of two (2) hours of over-
30. time will receive a meal compensation allowance not to exceed

SALARIES FOR EMPLOYEES HIRED BETWEEN
JULY 1, 1985 AND JUNE 30, 1988

<u>POSITION</u>	<u>1985-1986</u>	<u>1986-1987</u>	<u>1987-1988</u>
Custodian	\$16,368	\$16,932	\$17,629
Driver	16,954	17,546	18,277
Shipper/Receiver	17,432	18,048	18,807
Boilerman)			
Boilerman/Maintenance)			
Maintenance)	18,496	19,166	19,986
Groundskeeper)			
Painter)			

SALARIES FOR EMPLOYEES HIRED BETWEEN
JULY 1, 1984 AND JUNE 30, 1985

<u>POSITION</u>	<u>1985-1986</u>	<u>1986-1987</u>	<u>1987-1988</u>
Custodian	\$16,384	\$18,039	\$19,129
Driver	--	--	--
Shipper/Receiver	--	--	--
Boilerman)			
Boilerman/Maintenance)			
Maintenance)	--	--	--
Groundskeeper)			
Painter)			

SALARIES FOR EMPLOYEES HIRED BETWEEN
JULY 1, 1983 AND JUNE 30, 1984

<u>POSITION</u>	<u>1985-1986</u>	<u>1986-1987</u>	<u>1987-1988</u>
Custodian	\$17,101	\$18,132	\$19,129
Driver	--	--	--
Shipper/Receiver	--	--	--
Boilerman)			
Boilerman/Maintenance)			
Maintenance)	19,224	20,366	21,486
Groundskeeper)			
Painter)			

SALARIES FOR EMPLOYEES HIRED
PRIOR TO JULY 1, 1983

<u>POSITION</u>	<u>1985-1986</u>	<u>1986-1987</u>	<u>1987-1988</u>
Custodian	\$17,268	\$18,132	\$19,129
Driver	17,854	18,746	19,777
Shipper/Receiver	18,332	19,248	20,307
Boilerman)			
Boilerman/Maintenance)			
Maintenance)	19,396	20,366	21,486
Groundskeeper)			
Painter)			

1. ARTICLE XXXVII - TERMINATION OR MODIFICATION

2. This Agreement shall remain in full force and effect
3. to and including June 30, 1988. Negotiations for the next
4. subsequent contract shall commence April 1988.

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BOARD OF TRUSTEES
CAMDEN COUNTY COLLEGE

BY: G. E. Larch
BY: Gerald Pliner
BY: Jan Kruey
BY: Henry J. Gerson
BY: W. Wilhelm
BY: Robert E. Smith

NOVEMBER 4, 1985

DATE SIGNED

INTERNATIONAL UNION OF ELECTRICAL
RADIO & MACHINE WORKERS, AFL-CIO
LOCAL 440

BY: Heber M. Albright
BY: James C. L. Summers
BY: Raymond B. Morton
BY: Thomas L. Bowen
BY: Earl J. G. G.
BY: Steve Brown

BY: _____

BY: _____

BY: _____

BY: _____

BY: _____

OCTOBER 28, 1985

DATE SIGNED